

Census 2000 Special EEO Tabulation Technical Documentation for SAS Datasets

Appendix 1: Introduction

Introduction

The Census Bureau entered into a reimbursable agreement with a consortium of four Federal agencies, consisting of the Equal Employment Opportunity Commission (EEOC), the Department of Justice (DOJ), the Department of Labor (DOL), and the Office of Personnel Management (OPM), to create a special tabulation identified as the Census 2000 Special Equal Employment Opportunity (EEO) Tabulation. This Tabulation was created according to the specifications of the agencies in the consortium. However, it contains information similar to comparable tabulations from the 1970, 1980, and 1990 censuses. The Census 2000 Special EEO Tabulation serves as the primary external benchmark for comparing the race, ethnicity, and sex composition of an organization's internal workforce, and the analogous external labor market, within a specified geography and job category.

The Special EEO Tabulation on CD-ROM consists of 24 separate Datasets (actually each dataset is really a set of two datasets or versions, one version covers all areas except Hawaii and a second covers Hawaii only.¹ The only difference between the versions is that the Hawaii version has 15 race/ethnicity categories while the version for all areas except Hawaii contains only 12). The contents of these datasets, how to use the datasets, and a description of the variables and geography contained in the datasets are included in this documentation.

Acknowledgements

The Census 2000 Special Equal Employment Opportunity Tabulation and Technical Documentation were prepared by the Housing and Household Economic Statistics Division (HHES) of the U.S. Census Bureau for the Equal Employment Opportunity Commission, the Department of Justice, the Office of Federal Contract Compliance Programs (OFCCP) in the Department of Labor, and the Office of Personnel Management.

In HHES, **Patricia Ann Johnson**, former Chief, Industry, Occupation, and Statistical Information Branch coordinated the file preparation with the assistance of **Katharine M. Earle**, under the general supervision of **Peter J. Fronczek**, Assistant Division Chief (Labor Force Statistics and Outreach) and **Richard A. Denby**, Assistant Division Chief (Estimation, Processing, and Programming) under the general direction of **Daniel H. Weinberg**, Chief, HHES. Special thanks are due to the Industry, Occupation, and Statistical Information Branch for the review and clearance of these products. In particular we would like to thank: **Dana A. Bradley, Mary C. Kirk, Ester A. Buckles, Ann Margaret Jensen, Marjorie R. Ward, Crystal Diallo, Cheryl Almond, Pamela Harris, Renee M. Perkins, and Diana Lewis.**

¹ The only exception is Data set #20 that contains estimates for the U.S. summary level only.

Also, within HHES, the Research and Development Programming Branch (RDPB) and Survey Processing Branch (SPB) provided invaluable contributions for the design and tabulation of the data files and development of the website. Specifically, we wish to acknowledge: **Victor M. Valdisera**, Special Assistant to the ADC for Processing and Programming, for lead programming of the files, along with **Stephen J. Heacock and Chandararith (Ricky) Phe; Lori Guido**, Chief, RDPB, for directing the development of the review tools. We also wish to thank **Hung X. Pham, Jaime L. Hasiuk, Anthony T. Petty, Danielle A. Norman, Greg A. Fields and Janet Cook** for their programming expertise.

We are grateful to other Census staff for their support in the development of the tabulation: **Larry Beasley** of HHES Division, **Marie Pees** and **Art Cresce** of the Population Division, **Laura Zayatz** of Statistical Research Division, and **Sharon Boyer** of Decennial Management Division. A special thanks is extended to **Timothy J. Braam** of the Systems Support Division for designing and programming of the Data Dissemination Tool and to **Thomas Scopp** (retired) for his contributions to multiple phases of the 2000 Special EEO Tabulation. In particular, we are especially grateful for Mr. Scopp's generous sharing of his knowledge of the historical EEO files.

Finally, we wish to thank several individuals at the four agencies of the federal consortium who contracted for the development of the Census 2000 Special EEO Tabulation. These individuals are: **Joseph Donovan**, Director, Research and Analytic Services, and **Marc Rosenblum**, Chief Economist, EEOC; **Marian L. Thompson** (former staff) and **Vivian B. Toler**, Employment Litigation Section of the Civil Rights Division, DOJ; **James Pierce** and **Arlene Easley**, Office of Federal Contract Compliance Programs, DOL; **Suzy M. Barker** and **Cristina Frias-Brown**, OPM. Other federal agency participants we wish to acknowledge are **Jeffrey Bannon, Douglas Gallegos, Julie Ferguson Queen, Ron Byers, and Paul Kaplan**.